

Annual Meeting of the Membership

December 14, 2024



Quorum Count

- 20 needed to reach quorum
- Altonimbus members (2023 and 2024 staff)



CHOOSE ONE:

Discord: Click “**present**” button pinned in the **#meeting-chat** (wait for the bot)

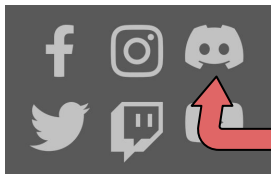
Twitch: Please send “**!present**” in chat

OPEN MIC NEAR END OF MEETING

You must join the public Discord to participate:



Link in Twitch chat



Click the Discord icon on kumoricon.org (footer)

Approval of Minutes

Minutes for October 26, 2024 and the corrected minutes for October 12, 2024



Meeting minutes can always be found at www.kumoricon.org/meetings

REPORTS

The Kumoricon 2024 Executive Team!



CHAIR DIRECTORATE

Charity | Outreach | Nonprofit | Diversity, Equity, and Inclusion | Staff Training | Accessibility | Staff Relations | Recruitment | Staff Events

Amber Feldman (she/they) : Chair

Josh Youravish (he/him) : Vice Chair, External Support

Zarek Lee (he/they) : Vice Chair, Internal Support



CHAIR DIRECTORATE

Charity | Outreach | Nonprofit | Diversity, Equity, and Inclusion | Staff Training | Accessibility | Staff Relations | Recruitment | Staff Events



- We raised over \$20,000 for charity this year and I'm so proud of the teams! And the return of the Pie in the Face Challenge was well received.
- Overall it was a good year; we learned some lessons about how to better communicate with teams, especially when implementing new processes.
- Still working on drafting some possible policy changes that might help us grow, but it's a work in progress.
- Thank you all for your hard work!

Accessibility Tip of the Month

[Charity](#) | [Outreach](#) | [Nonprofit](#) | [Diversity, Equity, and Inclusion](#) | [Staff Training](#) | [Accessibility](#) | [Staff Relations](#) | [Recruitment](#) | [Staff Events](#)

Memory issues, ADHD, and other conditions that affect attention and information retention can introduce major barriers for anyone trying to pay attention to presentations and other situations that are loaded with information.

Here are a few ways to help:

- Keeping information organized and focused can help everyone understand what's being taught or communicated.
- Complete one topic before moving on to the next.
- Presenting information in multiple formats allows people to follow along with what helps them the most.
- Summarize information at the end of each section to make sure everyone knows what is important.
- Reduce cross-talk (people talking over each other) so the message stays clear.

INFRASTRUCTURE DIRECTORATE

Facilities | IT | Hotels | KumoriMarket | Infrastructure Office

Leon Lewis (he/him) : Director of Infrastructure

Ally Raney (she/her) : Assistant Director

Nick Avgerinos : Liaison, Hotels

INFRASTRUCTURE DIRECTORATE

Facilities | IT | Hotels | KumoriMarket | Infrastructure Office

- What Went Well
 - Despite hiccups, Staff Hotel Program went really well.
 - Giving departments keys to their spaces continues to work well.
 - Inviting other departments to OCC meetings was great. Operations really helped with a few key OCC tasks this year.
 - Do not have final numbers yet, but we are getting closer to being able to negotiate our event dates much further out. This should allow us to be much more consistent with our dates.

INFRASTRUCTURE DIRECTORATE

Facilities | IT | Hotels | KumoriMarket | Infrastructure Office

- What needs improvement
- Need to streamline communication between departments and venues
- Need more staff to manage staff hotel program
- Need to find way to share responsibility for certain infrastructure tasks more equitably

Special Notes

We are bookended by a few events at the Hyatt and OCC next year. This will severely impact the number of hotel rooms available at the Hyatt for staff and attendees.

MEMBERSHIP DIRECTORATE

Attendee Registration | Specialty Registration | Staff Registration | Attendee Volunteer | Registration Software

Hannah Eulberg (she/her) : Director of Membership

Emily Vuong (she/her) : Assistant Director

Jessica Ulibarri (she/her) : Executive Assistant



MEMBERSHIP DIRECTORATE

Attendee Registration | Specialty Registration | Staff Registration | Attendee Volunteer | Registration Software

2025 Current Pre-Registration Numbers

- **Attendee Pre-reg: 1,701**
- **VIP: 1**

Pre-Registration Price
\$60 through Feb 1st



MEMBERSHIP DIRECTORATE

Attendee Registration | Specialty Registration | Staff Registration | Attendee Volunteer | Registration Software

What went well this year?



- Eventeny being a huge success for our first year utilizing the software
- Badge ribbons for Day 0 and Kigu Party
- Pronoun stickers being larger/more visible
- Floor stickers
- Pre-Registration for 2025 being open continuously since the end of Kumoricon 2024

MEMBERSHIP DIRECTORATE

Attendee Registration | Specialty Registration | Staff Registration | Attendee Volunteer | Registration Software

What can be improved next year?

- Staff Registration sign-ups and check-in processes
- Soliciting staff perks to give during check-in through grants/donations
- Making sure badge ribbons don't cover important information
- More pronoun sticker options
- Working more with Accessibility team for better options in Registration
- Shifting layout in hall to better utilize space



OPERATIONS DIRECTORATE

Attendee Services | Cosplay Repair | Staff Station

Ange Abuyen (she/they) : Director of Operations

Tami Hatfield (she/they) & **Patrick Frymire** (he/they): Assistant Director

Mariona Gates (she/they) : Executive Assistant

Jeremy Burke (he/they) : Incident Response Specialist



OPERATIONS DIRECTORATE

Attendee Services | Cosplay Repair | Staff Station

Things That Went Well!

Radios

- Due to complications last year, we tried a new company this year.
- Radios worked very well!
- There were some hiccups with a late arrival and late pick up.

Security Team

- The company and officers worked well Kumoricon, with the exception of one officer.

OPERATIONS DIRECTORATE

Attendee Services | Cosplay Repair | Staff Station

Things that Went well but Need Improvement!

Staff Station

- Food selection was well received for breakfast and lunch
- Vouchers were successful

Operations team survived on a skeleton crew

The high profile incidents that arose were handled well

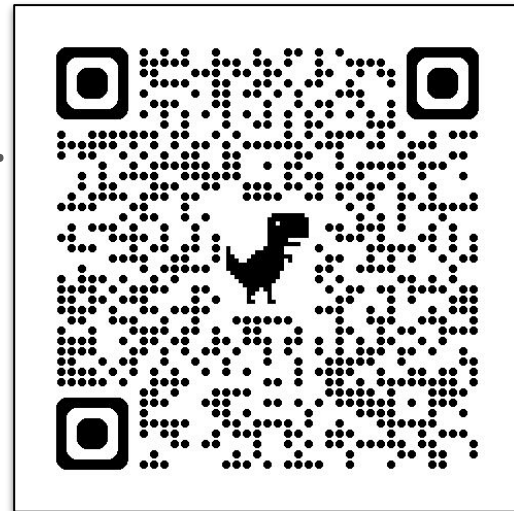
OPERATIONS DIRECTORATE

Attendee Services | Cosplay Repair | Staff Station

Things that Went well but Need Improvement!

Improvements - Staff station

- If you would like to provide feedback - QR code or “Staff Station Support” in staff server.
- Ran out of vouchers quickly (due to budget restraints)
- Staff info card displayed incorrect operating times
- Ran out of food quickly (due to budget restraints)



OPERATIONS DIRECTORATE

Attendee Services | Cosplay Repair | Staff Station

Things that Went well but Need Improvement!

Improvements continued

- Further recruitment efforts so Operations doesn't run on a skeleton crew
- Incidents and concerns brought light to future necessary improvements for next year.
- We hope to update the Code of Conduct wording and examples for next year.
- Improve training - smaller capsules and other styles of training

PROGRAMMING DIRECTORATE

Special Events | Main Events | Live Events | Maid Cafe | Panels | Tabletop Gaming | Video Gaming

Bennett Do (he/him) : Director of Programming

Jaki Hunt (she/her) : Assistant Director

Steven Garcia (he/him) : Assistant Director



PROGRAMMING DIRECTORATE

Special Events | Main Events | Live Events | Maid Cafe | Panels | Tabletop Gaming | Video Gaming

What Went Well

- Had a bigger space to accommodate growing content.
- Event Coordinators and Managers were highly engaged this year.
- Sake was on hiatus for a while but was successfully brought back this year.
- Overall content was solid, with only a few minor improvements needed.
- Received excellent prize support.

What to Improve On

- Setting clear expectations with panelists.
- Establishing earlier communication with cross-departments.
- Increasing involvement in communication with our venues.

PUBLICITY DIRECTORATE

Press | Marketing | Newsletter | Graphics | Social Media | Website | Software | Community Moderation | Info Booth | Merchandise | Multimedia

Charly Youravish (any/all) : Director of Publicity

Kevin Gade (he/him) & **Grace Shiley** (she/they) : Assistant Director

Jessica Ulibarri (she/her) & **Summer Ludahl** (she/her) : Executive Assistants



PUBLICITY DIRECTORATE

[Press](#) | [Marketing](#) | [Newsletter](#) | [Graphics](#) | [Social Media](#) | [Website](#) | [Software](#) | [Community Moderation](#) | [Info Booth](#) | [Merchandise](#) | [Multimedia](#)

What went well

- We accomplished 99% of the projects we were given and probably 75% of the ones we set for ourselves.
- We made great strides in modernizing the website.
- We made lodes of fantastic images for everything happening during and before the convention.
- We communicated enumerable announcements and changes throughout the convention and the year!
- We made some excellent connections and did awesome advertising swaps with awesome people and businesses.
- We invited our favorite press representatives and that was awesome!
- We kept everyone informed and up to date!

PUBLICITY DIRECTORATE

Press | Marketing | Newsletter | Graphics | Social Media | Website | Software | Community Moderation | Info Booth | Merchandise | Multimedia

What needs improvement

- I made some miss steps with our merch this year and we sold less than I had hoped.
- We need to take a serious look at our project management software, as it only helps if we can get entire entire teams into it.
- Some requests for graphics and announcements arrived to the requesters late and we think we can get that fixed by updating the request forms and setting up timelines for creating some things at the beginning of the year.
- The website needs way more updating and possibly some outsourcing.
- I recommend giving a few of the 24/7 365 departments to a couple of other directorates as Pub has too many or some other arrangement that gives the directorate a little breathing room.

Also we need a new Director let us know if you know anyone!

RELATIONS DIRECTORATE

Guests | Guest Hospitality | Industry | Autographs

Drew Herget (he/they) : Director of Relations

Leyah Krimbow (she/her) : Assistant Director

Pam Crawford (she/her) : Executive Assistant

Cam Lewis (she/they) : Executive Assistant

RELATIONS DIRECTORATE

Guests | Guest Hospitality | Industry | Autographs

- **What Went Well**

- At Rant and Rave, the con-goers loved the music acts
- People loved the Manga University team
- Guests had a great time!
- Our team was AMAZING! Thanks for stepping up!

- **What to Work**

- Bring more cultural content
- More mix of current and popular Voice Actors

- **Changes for Next Year**

- Industry & Partner Tables - Through Eventeny application process!

SECRETARY DIRECTORATE

Meeting Minutes | Staff Ratifications | Policy Documents

Marie Jackson (she/her) : Secretary

Stephen Weber (they/them) : Assistant Secretary



SECRETARY DIRECTORATE

Meeting Minutes | Staff Ratifications | Policy Documents

- Overall, con went well. There were several at-con ratifications, but they were taken care of without issue.
- Stephen somehow managed to sell a painting for \$15,000 at the live charity auction.
- We've been scrambling to prepare the elections coming up later in the meeting. Thank you to everyone who volunteered to help with them.

SECRETARY DIRECTORATE

Meeting Minutes | Staff Ratifications | Policy Documents

Executive meetings summary:

The Executive Board has met twice since the last membership meeting.

November 1:

- Finalized various logistical matters before con.

November 12:

- Reviewed what did and did not work well for departments at con.

TREASURER DIRECTORATE

Financial Administration | Financial Reporting | Banking | Bookkeeping | Asset Management

James Bradley (he/him) : Treasurer

Jo Ayers (they/them) : Financial Account Organizer

Jeremy Cook (he/him) : Assistant Treasurer

Jeffrey Wiegand (he/him) : Assistant Treasurer

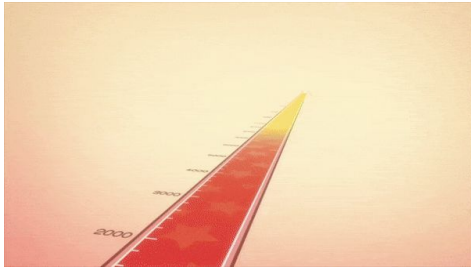
Trevor McClung (he/him) : Supply and Logistics Facilitator

TREASURER DIRECTORATE

Financial Administration | Financial Reporting | Banking | Bookkeeping | Asset Management

- **What went well:**
 - Did not appear to lose money - still working on final bills
 - Locker reorganization and palletization made Load In and Load Out much smoother

- **What can be improved on:**
 - Budget tracking and communication
 - At-con cash handling training



OUTREACH

Reaching out to the stars and letting them know we exist

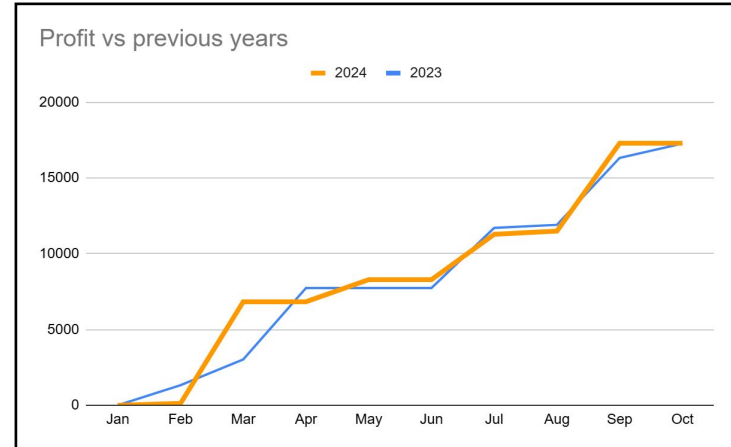
Devin Hunter (he/him) : Lead

Brian Mathews (he/him) : Facilitator



The 2024 Outreach Program performance was similar to the previous year:

- Completed Events: 14
- Conversations: 2111
- Registrations: 300
- Merch Sales: \$4,211
- Event Expenses: \$4,271.58
- Total Profit: \$17,293.42
 - Year-to-Year Change: \$20.53 Increase





OUTREACH

Reaching out to the stars and letting them know we exist



The events we attended and the organizers

- Ani-Medford
- Asian Celebration
- C3 GameCon
- Chibi Chibi Con
- GameStorm
- KuroNekoCon
- OVA Fest
- Portland Retro Gaming Expo
- Portland Pride
- Resin Rose BJD
- Rose City Comic Con
- Sakura Con
- SideQuest Expo
- Super Queer Fun Fair

The Kumo Staff who volunteered to help

- | | |
|--------------|--------------|
| ● Angie W. | ● Kirk S. |
| ● Avery M. | ● Maranda S. |
| ● Brianna S. | ● Melody J. |
| ● Casper F. | ● Miranda T. |
| ● Daisy T. | ● Natalie H. |
| ● Delfine D. | ● Paul W. |
| ● Elly B. | ● Ruben R. |
| ● Finley B. | ● Shiree E. |
| ● Jack C. | ● Stacie L. |
| ● Jessica H. | ● Stephen W. |
| ● Julie S. | ● Tori V. |
| ● Kala C. | ● William F. |

GOOD OF THE ORDER



Good of the order is accepting submissions!



You can email
[good.of.the.order@kumoricon.org!](mailto:good.of.the.order@kumoricon.org)

JOIN STAFF

Want to join staff but not sure what you want to do?

Review open positions here:



[Kumoricon.org/staff-registration](https://kumoricon.org/staff-registration)

Know what you want to do or need some help making a decision?

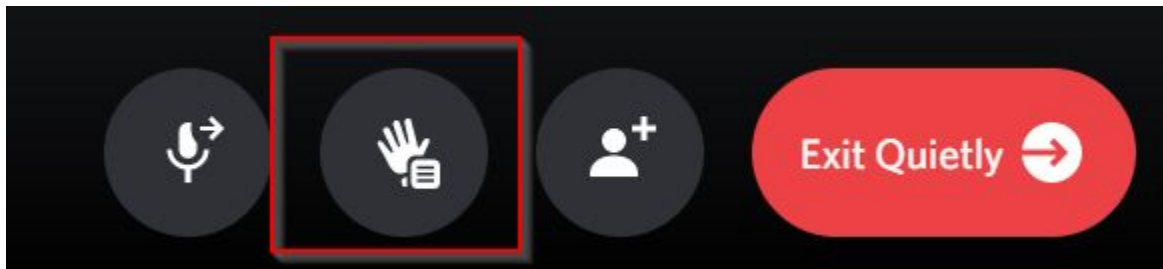
Apply or take a small survey here:



Open Mic Time!

If you have questions, comments, or anything to bring up:

Go to the public Discord, and use the “**raise hand**” icon in the meeting channel.



A moderator will invite you to the stage, and you have to accept.

Remember, you're live!

Elections Presentations

Elections presentation Rules

Order of races:

(As set during the meeting by vote of the membership.)

- President / Chair
- Director of Infrastructure
- Director of Membership
- Director of Operations
- Director of Programming
- Director of Publicity
- Director of Relations

Procedure for each presentation:

1. Candidate speeches (3 minutes).
2. Open questions and comments (60 Seconds each).
3. Anonymous question-and-comment presentation and candidate responses (60 Seconds each).
4. Brief re-open of questions and comments if needed (still 60 seconds each)

Voting is not done as part of this meeting

- Voting is open from Thursday, December 12, 8:00 pm PT, to Tuesday, December 17, 8:00 pm PT.
- Members (staff) should have received, on Thursday, an emailed link to vote from ElectionBuddy, our third-party secret voting platform.
- If you did not receive a ballot, please email election.support@kumoricon.org. **Check your spam folder!**
- You do not need to attend this meeting to vote.
- All members have 5 days to vote. There is no proxy voting.
- You **cannot** change your vote once submitted.
- In order to reduce the chances of needing a runoff vote, voting will be conducted using approval voting, as specified in our bylaws. In approval voting, members vote for as many candidates as the member approves of, with the winner being the candidate who receives the most votes, as long as it is a majority of votes cast. There will also be a “no confidence” option for all races.
- You can watch a replay of this meeting once it ends. It will be available on our Twitch channel and at <https://www.kumoricon.org/meeting-recordings>

Chair

Nominees:

Pam Crawford

Robert Trotter

Chair Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.

Director of Infrastructure

Nominees:

Cam Lewis

Director of Infrastructure Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.

Director of Membership

Nominees:

Hannah Eulberg

Director of Membership Q&A

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- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.

Director of Operations

Nominees:

Ange Abuyen

Mariona Gates

Director of Operations Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.

Director of Programming

Nominees:

Bennett Do

Director of Programming Q&A

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- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.

Director of Publicity

Nominees:

No candidates for this race.

Write-in options are still available.

Director of Publicity Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.

Director of Relations

Nominees:

Amber Feldman

Director of Relations Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.



Thank you!

2024 Mascot by
zephyrine-gale